

Compliance Alerts!

Student Disability Accommodation

It is the policy of Fayetteville State University to provide reasonable accommodations to qualified students with disabilities and to afford them an equal opportunity to participate in and enjoy the benefits of University courses, programs, services, and activities.

Student Request for Reasonable Accommodation

A student must request reasonable accommodation through Student Disability Services. This office will conduct an individualized assessment of the request to determine whether accommodation is necessary and what reasonable accommodation is available. Reasonable accommodation will be provided if it is medically necessary and does not impose an undue hardship on the University or result in a fundamental alteration to the institution, program, course, service or activity.

Requests made directly to instructional personnel are not considered reasonable accommodation under the University's policies and procedures. All employees should refer students who request medical or disability related accommodation to the Student Disability Services office.

Medical Documentation

Student Disability Services may request verification and/or clarification by the student's health care professional of the need for the requested accommodation when the adjustments required to provide reasonable accommodation, or the reasonableness of the requested accommodation are not readily apparent. To authorize the University to seek verification/clarification directly from the student's health care professional, the student will be asked to complete and submit the necessary release.

Interactive Process

The designated disability services office will engage in an interactive process with the student to review the request(s), determine if accommodation is necessary, and identify effective reasonable accommodation that will provide the student equal access to University courses, programs, services, and activities.

The student's continuous participation in the interactive process is essential for it to be effective and not doing so may delay the process. Students are responsible for ongoing assessment of the effectiveness of their approved accommodation(s). Students with questions or concerns about their accommodation should contact their designated disability services office as soon as possible.

Approval of Reasonable Accommodations

When accommodation is approved, the student will be provided with written confirmation of the approval and a process to notify instructional personnel about implementation. Instructional personnel are responsible for implementing approved reasonable accommodation in a timely manner. Approved accommodation may not be unilaterally denied or modified. Any concerns about implementing approved

accommodation should be directed to Student Disability Services. Delay or refusal to implement approved reasonable accommodation will be investigated by the Office of Risk and Compliance.

Pregnancy Accommodation

The University will provide students experiencing pregnancy or related conditions with reasonable accommodation necessary to facilitate equal access, as it would to other students who have temporary medical conditions. Students seeking accommodation for pregnancy or related conditions should contact Student Disability Services.

Non-Retaliation

Requesting reasonable accommodation will not adversely affect a student's opportunity to enjoy equal terms, benefits, privileges, or conditions of the University's programs. It is a violation of University policy to take adverse action against a student based on a student's disability status and/or a student's request for reasonable accommodation.

For additional information, please contact:

Student Disability Services
Spaulding Building, Room 155
(910) 672 -1222
disabilityservices@uncfsu.edu

To keep the community informed, all **Compliance Alerts!** are maintained on the University's Risk and Compliance webpage. **Compliance Alerts (uncfsu.edu)**